

# ***Headquarters U.S. Air Force***

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***Integrity - Service - Excellence***

## **Financial Management Career Program**



## **APDP Initiatives**

**U.S. AIR FORCE**

Mr. Bennett

**9 January 2001**

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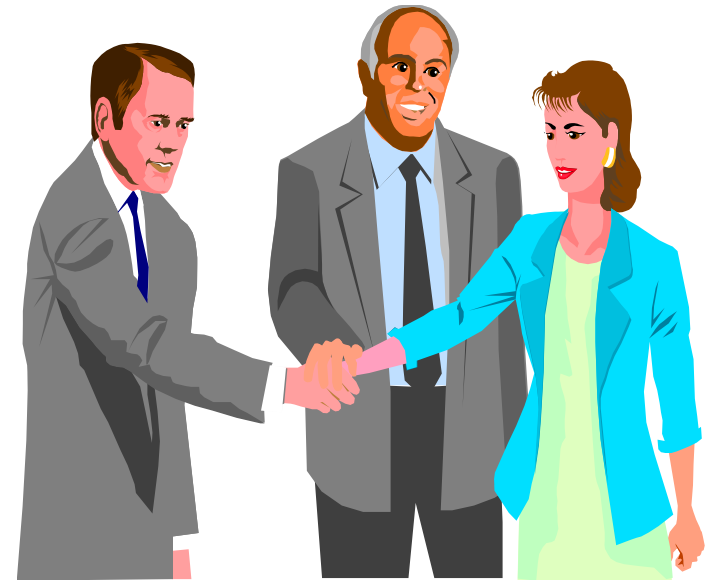


# FMCP Covered Positions

U.S. AIR FORCE

## PRIMARY SERIES

- **501 - Financial Administration**
- **505 - Financial Management**
- **510 - Accounting**
- **511 - Auditing**
- **560 - Budget**



## SHARED SERIES \*

- **301 - Administration**
- **343 - Program**

**\* Position / Experience must be related to Financial Management**



# FMCP Spaces and Faces

U.S. AIR FORCE

As of 1 Oct 00

## Positions (Spaces)

<u>OccSr</u>	<u>Title / Grade</u>	<u>&lt; 12</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>Total</u>
301	Administrati	-	16	10	3	-	29
	on	-	57	39	9	12	117
343	Program	-	5	25	14	5	49
	Analysis	-	675	314	112	461	1,147
1515	Opns	-	9	18	8	20	55
	Research	-	183	80	26	7	296
501	Financial	-	555	279	89	30	953
	Analysis	-	610	293	64	19	986

505 - 2,110 1,058325 1393,632

Financial  
Manager

## Registrants (Faces)

510 1,0861,9611,065348 1404,600

As of:

Accountant - Service - Excellence



# FMCP Spaces and Faces - APDP

U.S. AIR FORCE

As of 1 Oct 00

## Positions (Spaces)

<u>OccSr</u>	<u>Title / Grade</u>	<u>&lt; 12</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>Total</u>
	301						
	Administrati	-	-	-	-	-	-
	on	-	7	12	4	7	30
	343 Program	-	4	14	8	2	28
	Analysis	-	379	173	65	32	649
	1515 Opns	-	-	-	4	7	11
	Research	-	10	12	1	-	23
	501	-	3	1	1	-	5
	Financial	-	113	96	14	4	
	Analysis						27
	505	-	516	308	97	52	973

## Registrants (Faces)

Financial	1,086	1,961	1,065	348	1404,600
Manager					
510					

As of:

Accountant - Service - Excellence



# ***FMCP APDP Positions (27%)***

**U.S. AIR FORCE**

As of 1 Oct 00

## **Business, Cost Estimating, Financial Management (BCEFM)**

	<u>Level 1</u>	<u>Level II</u>	<u>Level III</u>	<u>Unknown</u>	<u>TOTAL</u>
<b>Critical Position</b>		<b>-87</b>	<b>54-</b>		<b>141</b>
<b>Non-Critical</b>		<b><u>469288</u></b>	<b><u>44 -</u></b>		<b><u>801</u></b>
<b>TOTAL</b>		<b>469375</b>	<b>98-</b>		<b>942</b>

## **Other Acquisition Related Areas [3, 4, A, C, D, L, M, R]**

	<u>Level 1</u>	<u>Level II</u>	<u>Level III</u>	<u>Unknown</u>	<u>TOTAL</u>
<b>Critical Position</b>		<b>-5</b>	<b>11-</b>		<b>16</b>
<b>Non-Critical</b>		<b><u>6</u></b>	<b><u>9</u></b>	<b><u>-</u></b>	<b><u>15</u></b>
<b>TOTAL</b>		<b>614</b>	<b>11-</b>		<b>31</b>

As of:

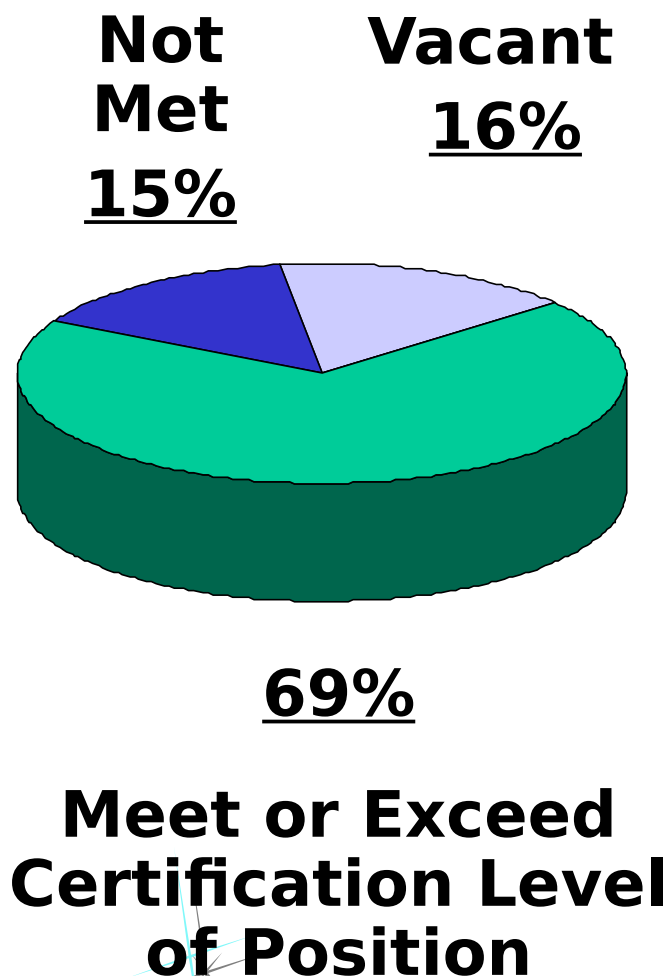
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U.S. AIR FORCE

# APDP Certification Status

As of 1 Oct 00



<u>Command</u>	<u>Lvl Met</u>	<u>Not Met</u>	
<u>Vacant</u>	<u>%</u>		
AFMC	650	122	135 93.2%
HQ USAF	2	7	9 1.8%
USSOCOM	7	5	2 1.4%
AFCAA	4	0	4 .8%
AF ELM	3	2	1 .6%
SPACE	1	1	3 .5%
AFPC	-	4	1 .5%
AMC	-	2	2 .4%
AFOTEC	2	-	- .2%
AFSOC	-	2	- .2%
AETC	1	-1	- .1%
ACC	-	1	- .1%
<b>Total</b>	<b>670</b>	<b>146</b>	<b>157 = 973</b>

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U.S. AIR FORCE

# FMCP Demographics

As of 1 Oct 00

<u>Target Grade</u>	<u>GS-12</u>	<u>GS-13</u>	<u>GS-14</u>	<u>GS-15</u>	<u>TOTAL</u>
Positions	2,110	1,058	325	139	3,632
Vacant Posn	18%	19%	19%	21%	19%
Filled Posn	1,721	857	265	110	2,953
Average Age	46.5	47.3	50.1	50.8	47.2
Years Svc	18.3	20.5	23.9	25.7	19.8
Retire Eligible	9%	9%	14%	17%	10%
Degrees	68%	82%	92%	96%	75%
Female - All	58%	49%	37%	30%	51%
Minorities	21%	16%	8%	11%	20%
Handicapped	3%	6%	4%	5%	4%

As of:

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# FMCP Demographics – APDP

U.S. AIR FORCE

As of 1 Oct 00

<u>Target Grade</u>	<u>GS-12</u>	<u>GS-13</u>	<u>GS-14</u>	<u>GS-15</u>	<u>TOTAL</u>
<b>Positions</b>	<b>516</b>	<b>308</b>	<b>97</b>	<b>52</b>	<b>973</b>
<b>Vacant Posn</b>	<b>15%</b>	<b>18%</b>	<b>16%</b>	<b>17%</b>	<b>16%</b>
<b>Filled Posn</b>	<b>437</b>	<b>254</b>	<b>82</b>	<b>43</b>	<b>816</b>
<b>Average Age</b>	<b>46.8</b>	<b>46.9</b>	<b>50.2</b>	<b>50.7</b>	<b>47.4</b>
<b>Years Svc</b>	<b>18.7</b>	<b>20.5</b>	<b>24.4</b>	<b>26.6</b>	<b>20.2</b>
<b>Retire Eligible</b>	<b>9%</b>	<b>8%</b>	<b>15%</b>	<b>14%</b>	<b>9%</b>
<b>Degrees</b>	<b>72%</b>	<b>81%</b>	<b>94%</b>	<b>95%</b>	<b>78%</b>
<b>Female - All</b>	<b>60%</b>	<b>56%</b>	<b>52%</b>	<b>33%</b>	<b>56%</b>
<b>Minorities</b>	<b>22%</b>	<b>15%</b>	<b>7%</b>	<b>12%</b>	<b>18%</b>
<b>Handicapped</b>	<b>4%</b>	<b>5%</b>	<b>2%</b>	<b>2%</b>	<b>4%</b>

As of:

*Integrity - Service - Excellence*





# Training Opportunities

U.S. AIR FORCE

- **Civilian Competitive Development Programs (CCDP)**
- **Defense Leadership and Management Program (DLAMP)**
- **FMCP Sponsored Training Opportunities**
  - **Management Development Seminars (courses) \$\$**
  - **Short-Term On-Near Site Courses (FM contracts) \$\$**
  - **Tuition Assistance (MISSION REL)**
  - **Career Broadening Assignments**





# *FMCP APDP Initiatives*

**U.S. AIR FORCE**

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- ☐ **APDP Certificates - ID non-qualified people**
- ☐ **APDP waivers - ID people needing waiver**
- ☐ **Policy Council and Executive Panels**
  - ☐ **APDP interests well represented**
  - ☐ **FM military assignment officer invited**
- ☐ **FM Guidelines - Military and Civilians**
  - ☐ **Need to increase professionalism within FM**
  - ☐ **Parallels APDP continuous education requirement**
  - ☐ **All APDP courses apply for FM**



# Policy Council Membership

U.S. AIR FORCE

**Mr Nethery Chairman (SAF/FMP)**

**Mr Crawford**  
**(SAF/AG)**

**Co-Chair for Audit**

**Mr Speer**  
**(SAF/FM)**

**Senior Advisor**

**Functional Representative** **Executive Representative** **USAF/DPK Chairs**

**Mr Stuart**

**SAF/FMB**



**Mr Stuart**

**Tng & Dev**

**Mr Kammerer \***

**SAF/FMC**

**Ms Back**

**Total Person \***

**Mr Eckhardt \***

**MAJCOM**



**Mr Eckhardt**

**PEP/Position \***

**MajGen Odgers**

**SAF/FMB**

**Mr Scott**

**Prog Effect**

**Colonel Adams**

**MAJCOM**

**Mr Snider**

**AFPC/DPK**

**Mr Stuewe**

**FMCP Tm Chief**

**\* Acquisition Profession Development Position**

As of:

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U.S. AIR FORCE

# *Financial Management Professional Development Guidelines*

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## ☐ **General Education**

- ☐ Degree with “12” hrs of FM related courses

## ☐ **Continuing Professional Education (PCE)**

- ☐ 80 hrs of training every 2 yrs (min 20 per yr)

## ☐ **Technical & Professional Military Education**

- ☐ Appropriate FM technical school
- ☐ FMSOC, PMCS, ISS, SSS
- ☐ Acquisition and Non-Acquisition

## ☐ **Breadth & Depth of Experience**

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As of: ☐ *Integrity - Service - Excellence*  
**Experience in 2 or more FM disciplines**